UNITED NATIONS

ECONOMIC AND SOCIAL COUNCIL

Distr.
GENERAL

E/CN.6/1991/11
25 February 1991

ORIGINAL: ENGLISH

COMMISSION ON THE STATUS OF WOMEN
Thirty-fifth session
Vienna, 27 February-8 March 1991
Item 4 of the provisional agenda*

# MONITORING THE IMPLEMENTATION OF THE NAIROBI FORWARD-LOOKING STRATEGIES FOR THE ADVANCEMENT OF WOMEN

## Statistical indicators relating to the implementation of the Nairobi Forward-looking Strategies for the Advancement of Women**

## Report of the Secretary-General

CONTENTS


| | Paragraphs | Page |
|---|---|---|
| INTRODUCTION | 1 | 2 |
| I. WOMEN, FAMILIES AND HOUSEHOLDS | 2-5 | 2 |
| II. PUBLIC LIFE AND LEADERSHIP | 6-8 | 8 |
| III. EDUCATION AND TRAINING | 9-13 | 12 |
| IV. HEALTH AND CHILDBEARING | 14-17 | 16 |
| V. HOUSING, HUMAN SETTLEMENTS AND THE ENVIRONMENT | 18-21 | 20 |
| VI. WOMEN'S WORK AND THE ECONOMY | 22-41 | 23 |


*E/CN.6/1991/1.

**This document has not been edited.

V.91-21905 7438T

INTRODUCTION

1. The attached material on implementation of the Forward- Looking .Strategies consists of indicators and conclusions extracted from the publication The World's Women 1970-1990: Trends and Statistics, -to be issued in June 1991 as a United Nations publication (ST/ESA/STAT/SER.K/8). This publication has been prepared by the Statistical Office, Department of International Economic and Social Affairs of the United Nations Secretariat as a general presentation and analysis for non-specialists of available statistics.cs and indicators on the situation of women in the period 1970-1990. It has been prepared in collaboration with the United Nations Children's Fund, the United Nations Population Fund, the Division for the Advancement of Women, Centre for Social Development and Humanitarian Affairs of the United Nations Secretariat, and the United Nations Development Fund for Women. The publication draws extensively on the United Nations Women's Indicators and Statistics Microcomputer Database (Wistat) of the Statistical Office. In addition to statistics of the Statistical Office and Population Division of the United Nations Secretariat, Wistat includes comprehensive statistics provided by the International Labour Office, the Food and Agriculture Organization of the United Nations, the United Nations Educational Scientific and Cultural Organization and the World Health Organization.

## I. WOMEN, FAMILIES AND HOUSEHOLDS

2. Major changes in households and family life over the past 20 years in many parts of the world have given women greater opportunities but made their struggle to balance family, household and economic responsibilities more complex and often more difficult.

3. Marriage patterns differ for men and women -- with women marrying at an earlier age since their life expectancy is longer, surviving their husbands in most regions by about 10 years. Women are less likely to remarry after divorce than men and are more likely to widowed.

4. Across all regions, fewer women marry today than in 1970, and those who do spend less of their lives married and fewer years having children.

5. More women today live alone or as heads of households because of changing patterns of marriage and divorce, male migration, wars and longer life expectancy than men. Globally about 30 per cent of all women heading households are elderly (aged 60 or older).

**Table 1.1 More than three-quarters of the world's women live in the developing regions ( % distribution of the world's women in 1990 )**

| | |
|---|---|
| Developed regions | 23.6 |
| Africa | |
| Northern Africa | 2.7 |
| Sub-Saharan Africa | 9.7 |
| Latin America and Caribbean | 8.5 |
| Asia and Pacific | |
| Eastern Asia | 22.4 |
| South-eastern Asia | 8.4 |
| Southern Asia | 22.2 |
| Western Asia | 2.4 |
| Oceania | 0.1 |

For a listing of countries and areas included in each region, see annex III.

Source: Global Estimates and Projections of Population by Sex and Age: The 1988 Revision (United Nations publication, ST/ESA/SER.R/93).

**Table 1.2. Women now outlive men almost everywhere, but they are still in the minority in many developing regions because of higher female mortality in the past**

| | Women per 100 men, 1990 |
|---|---|
| Developed regions | 106 |
| Africa | |
| Northern Africa | 98 |
| Sub-Saharan Africa | 102 |
| Latin America and Caribbean | 100 |
| Asia and Pacific | |
| Eastern Asia | 95 |
| South-eastern Asia | 101 |
| Southern Asia | 94 |
| Western Asia | 94 |

Based on the total population of each sex in each region.

Source: Global Estimates and Projections of Population by Sex and Age: The 1988 Revision (United Nations publication, ST/ESA/SER.R/93).

**Table 1.3 Where girls under age 15 make up 45 per cent or more of the female population (% of females under age 15)**

Africa
- Northern Africa
  - Libyan Arab Jamahiriya (47)
  - Sudan (45)
- Sub-Saharan Africa
  - Benin (47)
  - Botswana (47)
  - Burundi (45)
  - Comoros (46)
  - Côte d'Ivoire (50)
  - Djibouti (46)
  - Ethiopia (45)
  - Ghana (45)
  - Kenya (52)
  - Liberia (46)
  - Madagascar (45)
  - Malawi (45)
  - Mali (45)
  - Namibia (45)
  - Niger (47)
  - Nigeria (48)
  - Rwanda (49)
  - Somalia (46)
  - Swaziland (47)
  - Togo (45)
  - Uganda (48)
  - United Rep. Tanzania (48)
  - Zaire (45)
  - Zambia (48)

Latin America and Caribbean
- Guatemala (45)
- Nicaragua (45)

Asia and Pacific
- Southern Asia
  - Pakistan (46)
- Western Asia
  - Iraq (46)
  - Jordan (48)
  - Kuwait (45)
  - Oman (47)
  - Qatar (46)
  - Saudi Arabia (49)
  - Syrian Arab Republic (48)
  - United Arab Emirates (46)
  - Yemen (45)

Oceania
- Vanuatu (46)

Source: Population Division of the United Nations Secretariat.

**Table 1.4 There are more elderly women than men almost everywhere**

| | Women per 100 men in the population aged 60 and over 1990 |
|---|---|
| Developed regions | |
| Australia, Japan, New Zealand | 133 |
| Northern America | 137 |
| Europe | 144 |
| USSR | 211 |
| Africa | |
| Northern Africa | 114 |
| Sub-Saharan Africa | 117 |
| Latin America and Caribbean | 116 |
| Asia and Pacific | |
| Eastern Asia | 111 |
| South-eastern Asia | 117 |
| Southern Asia | 99 |
| Western Asia | 108 |
| Oceania | 98 |

Based on the total population of each sex aged 60 years and above in each region.

Source: Global Estimates and Projections of Population by Sex and Age: The 1988 Revision (United Nations publication, ST/ESA/SER.R/93).

**Table 1.5 Where average age at first marriage for women is still below 20 years (average age at first marriage in years )**

Africa
- Benin (18.2)
- Burkina Faso (17.4)
- Cameroon (17.5)
- Comoros (19.5)
- Côte d'Ivoire (17.8)
- Ethiopia (17.7)
- Ghana (19.3)
- Lesotho (19.6)
- Malawi (17.8)
- Mali (18.1)
- Mauritania (19.2)
- Mozambique (17.6)
- Nigeria (18.7)
- Senegal (17.7)
- Zambia (19.4)

Latin America and Caribbean
- Cuba (19.9)

Asia
- Afghanistan (17.8)
- Bangladesh (16.7)
- India (18.7)
- Iran (Islamic Rep. of)(19.7)
- Nepal (17.9)
- Pakistan (19.8)
- United Arab Emirates (18.0)
- Yemen (17.8)

Data refer mainly to early 1980s.
Sources: Population Division of the United Nations Secretariat and World Fertility Survey.

**Table 1.6 The proportion of births to unmarried women is rising rapidly in many countries and regions**

| | % of births to unmarried women | |
|---|---|---|
| | 1970 | 1985 |
| Developed regions | | |
| Australia | 8 | 16 |
| Austria | 13 | 22 |
| Bulgaria | 9 | 11 |
| Denmark | 11 | 43 |
| Finland | 6 | 16 |
| Germany | | |
| Former German Democratic Republic | 13 | 34 |
| France | 7 | 20 |
| New Zealand | 13 | 25 |
| Norway | 7 | 26 |
| Portugal | 7 | 12 |
| Sweden | 18 | 46 |
| United Kingdom | 8 | 19 |
| United States | 10 | 21 |
| Africa | | |
| Mauritius | 3 | 26 |
| Reunion | 24 | 44 |
| Seychelles | 45 | 70 |
| Latin America and Caribbean | | |
| Argentina | 26 | 33 |
| Bahamas | 29 | 62 |
| Belize | 44 | 54 |
| Chile | 20 | 32 |
| Costa Rica | 29 | 37 |
| French Guiana | 63 | 76 |
| Guadeloupe | 43 | 57 |
| Martinique | 51 | 64 |
| Puerto Rico | 19 | 27 |
| Asia and Pacific | | |
| Guam | 9 | 30 |
| Hong Kong | 3 | 6 |
| Philippines | 3 | 6 |

Years are approximate.

Source: Prepared by the Statistical Office of the United Nations Secretariat from Demographic Yearbook 1975 and 1986 (United Nations publications, Sales Nos. E/F.76.XIII.1 and E/F.87.XIII.1).

**Table 1.7 Up to 30 per cent of households are now headed by women. Nearly half of women heading households in developed regions and at least a quarter in other regions are elderly**

| | % households headed by women | % women household heads aged 60 and over |
|---|---|---|
| Developed regions | 24 | 48 |
| Africa | 21 | 26 |
| Latin America and Caribbean | 29 | 32 |
| Asia and Pacific | 14 | 29 |

Data mainly refer to early 1980s.
Source: Prepared by the Statistical Office of the United Nations Secretariat from the United Nations Women's Statistics and Indicators Data Base (Wistat) and the Demographic Yearbook 1987 (United Nations publication, Sales No. E/F.88.XIII.1).

## II. PUBLIC LIFE AND LEADERSHIP

6. Some of the disparities between women and men in public life and leadership have narrowed but wide gaps remain. Women still play a very minor role in high-level political and economic decision making in most countries.

7. Women almost everywhere have the right to vote, they make up more than half of most electorates and many more women work in the public sector than ever before. Yet women rarely achieve elective office or have equal access to political careers. They are blocked from top positions in trade unions, political parties, government, interest associations and business.

8. Women have long been leaders in the community and at the grassroots - and they are strong advocates for environmental protection and for peace.

**Table 2.1 Where women have achieved at least 10 per cent of ministerial-level positions (% ministerial-level positions held by women, 1987/88)**

Developed regions
- Austria (11)
- Canada (13)
- Denmark (14)
- Finland (12)
- Germany:
- Federal Republic of Germany (10)
- former German Democratic Republic (10)
- Norway (37)
- Romania (12)
- Sweden (17)
- Switzerland (11)

Africa
- Burkina Faso (12)
- Burundi (10)
- Senegal (13)
- Tanzania (16)

Latin America and Caribbean
- Dominica (22)
- Guatemala (12)
- Uruguay (13)

Asia and Pacific
- Bhutan (25)
- Philippines (11)

Source: Division for the Advancement of Women of the United Nations Secretariat and United States National Standards Association.

**Table 2.2 In nearly 100 countries, women held no positions at ministerial level in 1987/88**

Developed regions
- Belgium
- Czechoslovakia
- France
- Japan
- Luxembourg
- Malta
- Spain
- USSR
- Yugoslavia

Africa
- 31 countries

Latin America and Caribbean
- 24 countries

Asia and Pacific
- 30 countries

Source: Division for the Advancement of Women of the United Nations Secretariat, and United States National Standards Association.

**Table 2.3 Women's parliamentary representation, though improved, is still very low in most regions**

| | Average % women in parliamentary assemblies* | |
|---|---|---|
| | 1975 | 1987 |
| Developed regions | | |
| Eastern Europe and USSR | 25.2 | 27.7 |
| Other developed regions | 7.4 | 13.5 |
| Africa | | |
| Northern Africa | 1.5 | 2.5 |
| Sub-Saharan Africa | 4.4 | 7.8 |
| Latin America and Caribbean | 4.9 | 7.7 |
| Asia and Pacific | | |
| Eastern and south-eastern Asia | 9.5 | 12.5 |
| Southern Asia | 4.4 | 5.7 |
| Western Asia | 1.9 | 4.5 |
| Oceania | .. | 0.9 |

* Unicameral assembly or lower chamber of bicameral assembly.

Source: Prepared by the Statistical Office of the United Nations Secretariat from Inter-parliamentary Union, "Distribution of seats between men and women in national assemblies", Reports and Documents, No. 14 (Geneva, 1987).

**Table 2.4 Women's parliamentary representation is now rapidly falling in eastern Europe and USSR**

| | % women in parliament | |
|---|---|---|
| | 1987 | 1990 |
| Bulgaria | 21 | 9 |
| Czechoslovakia | 30 | 6 |
| Germany | | |
| Former German Dem. Rep. | 32 | 21 |
| Hungary | 21 | 7 |
| Poland | | |
| Senate | .. | 6 |
| Lower House | 20 | 4 |
| Romania | 34 | 4 |
| USSR | | |
| Congress of Peoples' Deputies | .. | 16 |
| Soviet of Nationalities | 31 | 14 |
| Supreme Soviet | 35 | 14 |

Source: Compiled by the Division for the Advancement of Women of the United Nations Secretariat, United Nations Office at Vienna, from national reports to the United Nations.

**Table 2.5 Women's overall representation as managers in the public and private sectors is rising in all regions**

| | % administrative and managerial workers who are women | |
|---|---|---|
| | 1970 | 1980/88 |
| Developed regions | 11 | 18 |
| Africa | 6 | 13 |
| Latin America and Caribbean | 14 | 20 |
| Asia and Pacific | 6 | 10 |

Source: Prepared by the Statistical Office of the United Nations Secretariat from International Labour Office, Year Book of Labour Statistics (Geneva, various years).

## III. EDUCATION AND TRAINING

9. In much of the world, women have progressed towards equal educational enrolment rates with men at all levels of schooling, but huge gaps persist between men's and women's educational achievement. And many girls and women still do not receive equal access to educational and training resources.

10. Despite broad progress towards literacy, a crucial determinant of women's productive and reproductive roles, a huge historical literacy deficit remains among today's adult women, especially rural women. In 1985 there were 597 million illiterate women and 352 million illiterate men. This deficit will persist well into the next century in all the developing regions.

11. Girls are achieving universal primary education -- accepted as a fundamental goal by all countries -- in most countries of Asia and Latin America and the Caribbean but not in southern Asia and sub-Saharan Africa.

12. For mass secondary education, there has been substantial progress for both boys and girls in Latin America and the Caribbean, little for girls in sub-Saharan Africa and southern Asia, and only moderate progress in the other regions.

13. In advanced training, there has been good progress in many fields traditionally dominated by men in developed regions, Latin America and the Caribbean and some of Asia -- while progress has been more limited in Africa and southern Asia.

**Table 3.1 Illiteracy rates are falling for young women but are still much higher for young women than men**

Over 40 per cent of young women are still illiterate in Africa and southern and western Asia

| | % illiterate, women aged 20-24 | |
|---|---|---|
| | 1970 | 1990 |
| Developing regions | | |
| Latin America and Caribbean | 19.4 | 8.0 |
| Sub-Saharan Africa [a] | 80.3 | 49.2 |
| Northern Africa and western Asia [b] | 78.5 | 43.1 |
| Eastern and South-eastern Asia | 37.9 | 12.2 |
| Southern Asia | 76.2 | 55.3 |

The widest gaps between women and men are in Africa and western Asia

| | % illiterate, aged 20-24, 1990 | |
|---|---|---|
| | Women | Men |
| Developing regions | | |
| Latin America and Caribbean | 8.0 | 7.3 |
| Sub-Saharan Africa [a] | 49.2 | 31.3 |
| Northern Africa and western Asia [b] | 43.1 | 23.3 |
| Eastern and south-eastern Asia | 12.2 | 5.1 |
| Southern Asia | 55.3 | 30.4 |

Based on total population of women and men aged 20-24 years in each region.
Source: United Nations Educational, Scientific and Cultural Organization, Compendium of Statistics on Illiteracy - 1990 edition, No. 31 (Paris, 1990).

a Includes Sudan; excludes South Africa.
b Includes Somalia and Mauritania; excludes Cyprus, Israel and Turkey.

**Table 3.2 Illiteracy rates among young women are much higher in rural areas of developing regions**

| | % illiterate, women aged 15-24, 1980 | |
|---|---|---|
| | Urban | Rural |
| Africa | 45.9 | 75.7 |
| Latin America and Caribbean | 5.5 | 25.0 |
| Asia and Pacific | 22.4 | 43.2 |

Averages based on a limited number of countries in each region for census years around 1980.
Sources: Prepared by the Statistical Office of the United Nations Secretariat from UNESCO and Statistical Office data bases.

**Table 3.3 Girls' secondary enrolment still lags behind boys' in much of Africa and Asia**

| | Girls enroled at second level per 100 boys, 1985 |
|---|---|
| Developed regions | 99 |
| Africa | |
| Northern Africa | 70 |
| Sub-Saharan Africa | 61 |
| Latin America and Caribbean | 112 |
| Asia and Pacific | |
| Eastern Asia | 91 |
| South-eastern Asia | 89 |
| Southern Asia | 40 |
| Western Asia | 75 |
| Oceania | 93 |

Source: Prepared by the Statistical Office of the United Nations Secretariat from UNESCO, Statistical Yearbook (Paris, various years).

**Table 3.4 In higher education more women are enrolled than men in many countries and areas (women per 100 men)**

Developed regions
- Bulgaria (124)
- Canada (113)
- Germany:
  - former German Democratic Republic (114)
- Hungary (115)
- Iceland (113)
- Norway (113)
- Poland (127)
- Portugal (113)
- United States (110)

Africa
- Lesotho (172)

Latin America and Caribbean
- Argentina (113)
- Cuba (123)
- Dominica (200)
- Grenada (123)
- Jamaica (132)
- Nicaragua (122)
- Panama (136)
- Puerto Rico (153)
- St. Vincent/Grenadines (224)
- St. Kitts and Nevis (101)
- Suriname (116)
- Trinidad and Tobago (101)
- Uruguay (130)
- US Virgin Islands (259)

Asia and Pacific
- Bahrain (147)
- Brunei Darussalam (101)
- Kuwait (117)
- Mongolia (149)
- Oman (102)
- Philippines (119)
- Qatar (202)
- Tonga (129)
- United Arab Emirates (139)

Source: UNESCO.

## IV. HEALTH AND CHILDBEARING

14. Almost everywhere, womenlive longer than men and die of different causes, the the trends in some causes of death, such as heart disease and cancer, are converging.

15. Throughout life, women's conerns for their health differ from men's, and they face different threats. Childbearing exposes women to a particular array of health risks and in many developing countries the complications from pregnancy and childbirth are a major (avoidable) cause of death for women.

16. Good health and family planning services are very im-portant for the well-being of women and their children -- giving them opportunities to whoose whether they will have children, when and how many. And reduced infant mortality means that women can reach their desired family size with fewer pregnancies.

17. With the growing availability of family planning and greater freedom in its use, childbearing rates have falledn considerably in recent decades, except in Africa. The increased availability is far from universal, however, and global trends mask high rates of childbearing and maternal deaths for some regions and countries.

**Table 4.1 Women's life expectancy is increasing everywhere**

| | Women's life expectancy 1965/70 | 1985/90 |
|---|---|---|
| Developed regions | 73.5 | 77.7 |
| Carribean | 65.9 | 73.2 |
| Latin America | 60.9 | 69.3 |
| Western Asia | 57.2 | 67.3 |
| Eastern and south-eastern Asia and Oceania | 55.5 | 64.4 |
| Northern Africa | 50.0 | 61.4 |
| Southern Asia | 46.2 | 55.3 |
| Sub-Saharan Africa | 44.6 | 52.7 |

Source: Averages for each region calculated by the Statistical Office of the United Nations Secretariat from World Population Prospects 1988(United Nations publication, Sales No. E.89.XIII.7).

**Table 4.2 Higher mortality rates among girls aged 2-5 years have been found in demographic and health surveys in a significant number of countries**

Deaths per year per 1,000 population aged 2-5 years

| | Girls | Boys |
|---|---|---|
| Pakistan | 54.4 | 36.9 |
| Haiti | 61.2 | 47.8 |
| Bangladesh | 68.6 | 57.7 |
| Thailand | 26.8 | 17.3 |
| Syria | 14.6 | 9.3 |
| Colombia | 24.8 | 20.5 |
| Costa Rica | 8.1 | 4.8 |
| Nepal | 60.7 | 57.7 |
| Dominican Republic | 20.2 | 17.2 |
| Philippines | 21.9 | 19.1 |
| Sri Lanka | 18.7 | 16.3 |
| Peru | 30.8 | 28.8 |
| Mexico | 16.7 | 14.7 |
| Panama | 8.7 | 7.6 |
| Turkey | 19.5 | 18.4 |
| Republic of Korea | 12.7 | 11.8 |
| Venezuela | 8.4 | 7.6 |

Source: Compiled by UNICEF from national survey reports of the World Fertility Survey programme.

**Table 4.3 Maternal mortality rates over 200 per 100,000 live births are still found in many countries or areas (maternal deaths per 100,000 live births)**

Africa
- Northern Africa
  - Egypt (318)
  - Morocco (300)
  - Sudan (660)
  - Tunisia (310)
- Sub-Saharan Africa
  - Botswana (200-300)
  - Burkina Faso (810)
  - Cameroon (300)
  - Central African Republic (600)
  - Chad (860)
  - Congo (1000)
  - Ghana (1000)
  - Madagascar (240)
  - Niger (420)
  - Nigeria (800)
  - Rwanda (210)
  - Senegal (600)
  - Sierra Leone (450)
  - Somalia (1100)
  - Uganda (300)
  - United Republic of Tanzania (340)
  - Zimbabwe (480)

Latin America and Caribbean
- Bolivia (480)
- Haiti (230)
- Paraguay (365)

Asia and Pacific
- Afghanistan (690)
- Bangladesh (600)
- Bhutan (1710)
- India (340)
- Indonesia (450)
- Nepal (830)
- Pakistan (400-600)
- Papua New Guinea (900)
- Syrian Arab Republic (280)
- Turkey (210)

Source: Statistical Office of the United Nations Secretariat, UNICEF and WHO.

**Table 4.4 Inadequate nutrition is widespread among women in all regions and endemic in Africa and much of Asia**

| | % women aged 15-49 with anaemia, around 1980 | |
|---|---|---|
| | Pregnant women | All women |
| Developed regions | 14 | 11 |
| Africa | 63 | 44 |
| Latin America and Caribbean | 30 | 17 |
| Eastern Asia a | 20 | 18 |
| Other Asia | 65 | 58 |

Anaemia is defined according to WHO reference values for age, sex and pregnancy status.
Rates are estimated from various studies and refer to totals in each region, not country averages.
Source: WHO, World Health Statistics Quarterly, 38 (Geneva, 1985).

**Table 4.5 Fertility rates have declined significantly in all regions except sub-Saharan Africa**

| | Total fertility rate | |
|---|---|---|
| | 1965/70 | 1985/90 |
| Developed regions | 2.6 | 1.8 |
| Africa | | |
| Northern Africa | 6.9 | 5.5 |
| Sub-Saharan Africa | 6.4 | 6.2 |
| Latin America and Caribbean | 5.5 | 3.6 |
| Asia and Pacific | | |
| Eastern Asia | 5.2 | 3.0 |
| South-eastern Asia | 5.7 | 3.9 |
| Southern Asia | 6.3 | 5.4 |
| Western Asia | 6.5 | 5.3 |
| Oceania | 5.4 | 4.4 |

Source: Averages for each region calculated by the Statistical Office of the United Nations Secretariat from World Population Prospects 1988 (United Nations publication, Sales No. E.89.XIII.7).

**Table 4.6 Contraceptive use has increased in every region but is still far from common in much of Africa and Asia**

| | % married women using contraception | |
|---|---|---|
| | 1960/65 | 1983 |
| Developed regions | 66 | 70 |
| Africa | 5 | 14 |
| Latin America and Caribbean | 14 | 56 |
| Asia and Pacific | | |
| Eastern Asia | 13 | 74 |
| Other Asia and Pacific | 7 | 34 |

Rates are based on estimated totals in each region, not country averages.

Source: Levels and Trends of Contraceptive Use as Assessed in 1988, Population Studies No. 110 (United Nations publication, Sales No. E.89.XIII.4).

## V. HOUSING, HUMAN SETTLEMENTS AND THE ENVIRONMENT

18. Women in developing regions face extra hardships and burdens unknown to women in developed regions, who can take for granted their access to safe water, sanitation and electricity.

19. In most developinq regions, women in rural areas live in serious deprivation. Urban women have better (though still very limited) access to housing, schools, transport, safe water, sanitation, fuel and eiectricity.

20. All countries in the developinq regions are experiencing rapid urban growth, but women in Latin America and the Caribbean have much better opportunities from urbanisation than their counterparts in Africa and Asla.

21. Environmental degradation, a product of economic forces directed mainly bv men, creates new problems for women. Especially in rural areas, pollution threatens their health and the health of thelr children, clean water is difficult to find and fuel for cooking and heating is scarce.

**Table 5.1 The pace of urbanization everywhere is rapid**

| | % women urban 1970 | 1990 |
|---|---|---|
| Developed regions | 66 | 76 |
| Africa | | |
| Northern Africa | 37 | 52 |
| Sub-Saharan Africa | 17 | 29 |
| Latin America and Caribbean | 59 | 73 |
| Asia and Pacific | | |
| Eastern Asia | 23 | 33 |
| South-eastern Asia | 20 | 27 |
| Southern Asia | 19 | 26 |
| Western Asia | 42 | 60 |
| Oceania | 18 | 47 |

Based on total populations of women and women in urban areas in each region.
Source: Age and Sex Structure of Urban and Rural Populations, 1970-2000: The 1980 Assessment (United Nations publication, ESA/P/WP.81).

**Table 5.2 Rural populations are still growing in Africa and Asia**

| | Annual growth rate of rural population (%), 1985-1990 |
|---|---|
| Developed regions | -0.3 |
| Africa | 2.0 |
| Latin America and Caribbean | -0.1 |
| Asia and Pacific | 1.4 |

Based on growth of total population of women in rural areas in each region.
Source: Prospects of World Urbanization 1988, Population Studies No. 112 (United Nations publication, Sales No. E.88.XIII.8).

**Table 5.3 Many more women than men migrate to urban areas in the developed regions and Latin America and the Caribbean**

| | Women per 100 men in net rural to urban migration, 1965/75 |
|---|---|
| Developed regions | 137 |
| Africa | 95 |
| Latin America and Caribbean | 132 |
| Asia and Pacific | 98 |

Source: Averages for each region calculated by the Statistical Office of the United Nations Secretariat from World Population Trends and Policies, 1987 Monitoring Report, Population Studies No. 103 (United Nations publication, Sales no. E.88.XIII.3).

**Table 5.4 In developing regions, access to safe water, adequate sanitation and electricity is very limited in rural areas**

| | % population without safe water, 1980/85 | | % population without adequate sanitation facilities, 1980/85 | | % households without electricity, 1980 * | |
|---|---|---|---|---|---|---|
| | Urban | Rural | Urban | Rural | Urban | Rural |
| Latin America & Caribbean | 13 | 58 | 29 | 61 | 23 | 67 |
| Africa | 33 | 69 | 50 | 79 | 45 | 92 |
| Asia and Pacific | 22 | 49 | 29 | 62 | 32 | 83 |

* Averages based on a small number of countries or areas in each region.

Source: Compiled by the Statistical Office of the United Nations Secretariat from Statistical Office and WHO data bases.

## VI. WOMEN'S WORK AND THE ECONOMY

22. Both women and men work but many aspects of their work is different: total hours, the kind of work, rates of pay, ages of participation and domestic responsibilities, of which women generally have considerably more than men.

23. Since 1970 women's share in the labour force has been rising. And almost everywhere, women are working more outside the household.

24. Job segregation and wage discrimination persist almost everywhere, with a big gap between what women produce and what they earn. They also have less access to training and capital.

25. What women do is often unrecorded, undervalued or not valued at all, but statistical concepts and methods are being revised in order to better incorporate these omissions.

26. Women's concerns have largely been ignored in national accounts, international programmes to deal with economic crises and in investment in developing regions.

**Table 6.1 Women in most regions spend as much or more time working than men when unpaid housework is taken into account**

| | Total working time (hours per week) | |
|---|---|---|
| | Women | Men |
| Developed regions | | |
| Northern America and Australia (4) | 49 | 50 |
| Japan (4) | 57 | 55 |
| Western Europe (9) | 49 | 44 |
| Eastern Europe and USSR (10) | 70 | 63 |
| Africa (4) | 67 | 54 |
| Latin America and Caribbean (3) | 60 | 55 |
| Asia and Pacific (6) | 62 | 49 |

Source: Data are averages from a small number of national studies in each region, 1976/88, compiled by the Statistical Office of the United Nations Secretariat. Numbers in parentheses refer to the number of studies in each region.

**Table 6.2 Since 1975, both women and men have spent less time in total work in most of the developed regions, and women have also spent less time in housework**

Time spent in work (hours per week)

| | 1975 or earlier | | | | | | 1976 or later | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|
| | Economic activity | | Unpaid housework | | Total working time | | Economic activity | | Unpaid housework | | Total working |
| | Women | Men | Women | Men | Women | Men | Women | Men | Women | Men | Women |
| Northern America and Australia | 18 | 44 | 36 | 10 | 54 | 54 | 19 | 35 | 30 | 15 | 49 |
| Japan | 28 | 56 | 31 | 3 | 59 | 59 | 27 | 52 | 29 | 3 | 57 |
| Western Europe | 15 | 41 | 35 | 8 | 50 | 49 | 18 | 34 | 31 | 11 | 49 |
| Eastern Europe and USSR | 36 | 52 | 39 | 15 | 75 | 66 | 37 | 48 | 33 | 15 | 70 |

Source: Data are averages from a small number of national studies in each region compiled by the Statistical Office of the United Nations Secretariat.

**Table 6.3 The proportion of men who are economically active is down everywhere but the gap between women's and men's economic participation remains wide**

| | Average % aged 15 and over economically active, 1990 | |
|---|---|---|
| | Women | Men |
| Developed regions | | |
| Northern America | 50 | 77 |
| Australia, Europe, Japan and New Zealand | 45 | 75 |
| USSR | 60 | 75 |
| Africa | | |
| Northern Africa | 16 | 80 |
| Sub-Saharan Africa | 47 | 87 |
| Latin America and Caribbean | 32 | 80 |
| Asia and Pacific | | |
| Eastern Asia | 59 | 83 |
| South-eastern Asia | 48 | 85 |
| Southern Asia | 24 | 85 |
| Western Asia | 21 | 83 |
| Oceania | 40 | 86 |

Source: Prepared by the Statistical Office of the United Nations Secretariat from International Labour Office, Economically Active Population - Estimates, 1950-1980, Projections, 1985-2025, six volumes (Geneva, 1986).

**Table 6.4 Women make up a large part of the clerical, sales and services labour force but are largely excluded from manufacturing, transport and management**

| | % who are women, 1980s | | | | |
|---|---|---|---|---|---|
| | Prof., tech. | Clerical & service | Sales | Mfg., transpt. | Adm., mgmt. |
| Developed regions | 47 | 63 | 48 | 18 | 18 |
| Africa | 34 | 35 | 42 | 18 | 13 |
| Latin America and Caribbean | 49 | 58 | 47 | 17 | 20 |
| Asia and Pacific | 37 | 38 | 29 | 17 | 10 |

Source: Prepared by the Statistical Office of the United Nations Secretariat from International Labour Office, Year Book of Labour Statistics (Geneva, various years).

**Table 6.5 Women are always paid less than men**

(women's average wages as percentage of men's, 1983/87)

Developed regions
- Iceland (90)
- France (89)
- Australia (87)
- Denmark (82)
- New Zealand (79)
- Netherlands (77)
- Belgium (74)
- Germany:
- Federal Rep. of Germany (73)
- United Kingdom (70)
- Czechoslovakia (68)
- Switzerland (67)
- Luxembourg (65)
- Japan (52)

Africa
- United Rep. Tanzania (92)
- Kenya (76)
- Swaziland (73)
- Egypt (64)

Asia and Pacific
- Jordan (79)
- Sri Lanka (75)
- Hong Kong (74)
- Singapore (69)
- Cyprus (59)
- Korea, Republic of (50)

Source: International Labour Office, Year Book of Labour Statistics, 1986 and 1988 (Geneva, 1986 and 1988).

**Table 6.6 The percentage of the economically active who are wage earners is about equal for women and men in most regions, but is lower for women in Africa**

| | % economically active who are wage earners, 1985 | |
|---|---|---|
| | Women | Men |
| Developed regions | 77 | 78 |
| Africa | 30 | 42 |
| Latin America and Caribbean | 62 | 56 |
| Asia and Pacific | 57 | 58 |

Source: Prepared by the Statistical Office of the United Nations Secretariat from International Labour Office, Year Book of Labour Statistics (Geneva, various years).

**Table 6.7 Most women are still working in agriculture in much of Africa and Asia**

| | % economically active women in agriculture |
|---|---|
| Developed regions | 14 |
| Latin America and Caribbean | 12 |
| Africa | |
| Northern Africa | 38 |
| Sub-Saharan Africa | 79 |
| Asia and Pacific | |
| Southern Asia | 62 |
| Western Asia | 28 |
| Eastern and south-eastern Asia and Oceania | 50 |

Source: Prepared by the Statistical Office of the United Nations Secretariat from International Labour Office, Economically Active Population - Estimates, 1950-1980, Projections, 1985-2025, six volumes (Geneva, 1986).

## The informal sector

27. In Africa and in Latin America and the Caribbean, women's opportunities for wage employment in agriculture, industry and services during the 1970s and 1980s did not improve. Due to economic crises and the impact of stabilization and adjustment policies, women's wage employment remained negligible in Africa and actually fell in Latin America.

28. Excluded from wage employment, women have increasingly turned to work in the informal sector. In many countries the informal sector and own-account work are women's only wedges of opportunity in the face of occupational segregation, unemployment and underemployment. This is clear in Africa, where public and private wage employment are fairly well monopolised by men and women are confined to the economic dead-end of subsistence agriculture. The informal sector is often essential for the economic survival of women -- particularly poor women who work in petty trading or such home-based industries as beer brewing, soap making and tailoring. A study in Zambia shows for example that the importance of women's informal sector earnings to total family income increased dramatically in the 1980s.

29. Along with discrimination in wage and salary employment, many women face cultural norms that keep them close to the home and tied to home-based production. Regular employee working hours often conflict with household responsibilities, particularly child care. And women's lack of access to education and training further handicaps them in the labour market.

30. The informal sector is by no means a panacea for women. It is far less secure than formal sector work, and it generally pays less than the minimum wage. Low levels of investment technology, poor economies of scale, high unit prices for raw materials and limited access to large markets and marketing organizations inhibit productivity and returns. And although women usually bear the costs of setting up their informal activity, they often do not control the benefits -- which may be entirely taken by husbands, fathers or others.

31. Informal sector activity is even more difficult to measure than formal. An approximation is to look at the extent of self- employment. More than half the economically active women in sub-Saharan Africa and southern Asia and a third in northern Africa and the rest of Asia are self-employed. Looking only at non-agricultural production, recent United Nations estimates for six countries in Africa, Latin America and Asia show that the informal sector accounts for significant but widely varying shares of output - from 20 per cent in Malaysia and Venezuela to over 50 per cent in Indonesia (Table 6.-16). In services (outside transport, where women are almost completely excluded), women account for two-thirds of informal sector production in African countries such as the Congo and Zambia, where their role in trade is well-known. In the developed regions by contrast, the proportion of women who are self-employed averages only around 14 per cent.

32. Looking at women's participation rates in the informal sector in the various sectors of productive activity confirm the importance of informal economic activity for women.

33. Generally, the lower a sector's share in GDP, the higher the amount of informal activity in that sector and the greater the participation of women. In many African countries, for example, agriculture accounts for less than 25 per cent of GDP, and women make up most of the work force. Mining, by contrast, accounts for a big part of GDP in many and men make up most of the work force. Outside agriculture and mining, the informal sector contributes much -- in Indonesian industry, half -- to employment and production. Except in transport generally and industry in Africa, the informal sector provides significant opportunities for women in the six countries studied.

34. The characteristics of the informal sector most often cited include simple technology, very little capital, no fixed place of business, few or no employees, quasi-legality or lack of registration, little record-keeping and so on.

35. No definite distinction has been established in statistics between the formal and informal sectors and the ILO and United Nations concepts of labour force and

persons working on their own account without employees from other economically active persons including unpaid family workers. Therefore, for practical purposes in the short term this is the definition used by INSTRAW and the Statistical Office of the United Nations Secretariat in their statistical studies of women in the informal sector in Africa, Latin America and Asia.

36. Consistent with existing ILO and United Nations recommendations, all persons working in the informal sector by this definition are also considered as economically active.

**Table 6.8 Self-employment is an important source of livelihood for women in developing regions**

| | % economically active women who are self-employed, 1985 |
|---|---|
| Developed regions | 14 |
| Latin America and Caribbean | 26 |
| Africa | |
| Northern Africa | 32 |
| Sub-Saharan Africa | 59 |
| Asia and Pacific | |
| Southern Asia | 51 |
| Western Asia | 29 |
| Eastern and south-eastern Asia and Oceania | 35 |

Source: Prepared by the Statistical Office of the United Nations Secretariat from International Labour Office, Year Book of Labour Statistics (Geneva, various years)

37. Economically active women are concentrated in low-productivity agricultural or services industries in developing regions. They are often forced to improvise their own economic opportunities with little resources or support in the informal sector.

38. Despite the limitations of national accounts and labour force statistics, they can provide a wealth of information on women in the economy. In 1988/89, INSTRAW and the Statistical Office of the United Nations Secretariat undertook a series of case studies of women's economic activity and production in six countries in Africa, Latin America and Asia. These studies examined the role of women and the distribution of economic production by major industry groups (agriculture, mining, other industry, transport, and other services), and the contribution of women and the informal sector in manufacturing and related industries, transport and other services.

39. The basic statistical findings are presented in the two tables below (Tables 6.8A and 6.8B).

40. The first shows the percentage distribution of gross domestic product and of women and men in the labour force (in most cases according to census statistics), among four industry groups, which total to 100 per cent. The second shows (a) the

distribution of gross domestic product and of women in the labour force in total production outside of agriculture and mining, (b) the estimated percentage of production in each industry group which is informal, and (c) the estimated percentage of informal production in each industry group which is produced by women.

41. The columns under "Total" refer to (a) the percentage of women in the labour force working outside of agriculture and mining activities, (b) the estimated percentage of total production outside of agriculture and mining which is informal, and (c) the estimated percentage of this informal production which is produced by women.

**Table 6.9 A. Distribution of GDP and female and male labour force by type of economic activity**

| | | Agriculture | | | Mining | | | Industry and transport | | | Services | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | % of GDP | % of labour force f | m | % of GDP | % of labour force f | m | % of GDP | % of labour force f | m | % of GDP | % of labour force f | m |
| Sub-Saharan Africa | | | | | | | | | | | | | |
| Congo | (1984) | 7.3 | 72.9 | 35.7 | 45.8 | 0.3 | 2.2 | 21.9 | 3.2 | 28.3 | 25.1 | 23.3 | 33.7 |
| Gambia | (1983) | 33.3 | 85.5 | 63.5 | - | - | - | 17.9 | 1.1 | 11.5 | 48.1 | 13.4 | 25.0 |
| Zambia | (1986) | 14.0 | 72.7 | 57.4 | 21.0 | 0.2 | 4.1 | 35.5 | 4.3 | 15.2 | 29.5 | 22.8 | 23.5 |
| Latin America | | | | | | | | | | | | | |
| Venezuela | (1983) | 6.8 | 2.4 | 20.5 | 16.3 | 0.3 | 1.9 | 35.6 | 17.2 | 36.5 | 41.3 | 80.1 | 41.2 |
| | (1987) | 6.3 | 2.0 | 19.0 | 10.1 | 0.4 | 1.2 | 37.3 | 20.1 | 38.2 | 46.4 | 77.5 | 41.6 |
| South-eastern Asia | | | | | | | | | | | | | |
| Indonesia | (1980) | 24.8 | 53.8 | 57.0 | 25.7 | 0.4 | 0.9 | 22.1 | 12.8 | 16.5 | 27.5 | 33.1 | 25.6 |
| | (1985) | 23.7 | 53.6 | 55.3 | 16.3 | 0.3 | 0.9 | 26.5 | 12 | 18 | 33.6 | 34.1 | 25.8 |
| Malaysia | (1986) | 26.2 | 32.5 | 29.7 | 10.8 | 0.3 | 0.9 | 30.8 | 21.7 | 28.7 | 32.3 | 45.6 | 40.6 |

Note: The groups of economic activities shown are mutually exclusive and comprise all economic activities. Percentages of GDP, female labour force and male labour force thus total 100 for each country across the four groups.

B. Contribution of women in the informal sector to industry and services production

| | | Industry (exc. mining) | | | Transport | | | Services (exc. transport) | | | Total _u*_ | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | % of fem. lab. force _u* | % of prod. informal | % of informal female | % of fem. lab. force _u* | % of prod. informal | % of informal female | % of fem. lab. force _u* | % of prod. informal | % of informal female | % of fem. lab. force _u** | % of prod. informal | % of informal female |
| **Sub-Saharan Africa** | | | | | | | | | | | | | |
| Congo | (1984) | 10.3 | 44.0 | 9.9 | 2.0 | 13.4 | 1.3 | 87.9 | 41.9 | 60.4 | 26.8 | 37.9 | 39.3 |
| Gambia | (1983) | 5.6 | 45.0 | 10.9 | 2.0 | 18.0 | 2.2 | 92.2 | 36.4 | 30.6 | 14.5 | 35.8 | 25.0 |
| Zambia | (1986) | 15.0 | 41.3 | 41.4 | 0.9 | 6.8 | 10.8 | 84.1 | 48.4 | 64.7 | 17.3 | 41.7 | 53.3 |
| **Latin America** | | | | | | | | | | | | | |
| Venezuela | (1983) | 15.4 | 21.3 | 25.3 | 2.3 | 44.8 | 1.4 | 82.3 | 26.4 | 27.4 | 97.3 | 27.0 | 20.5 |
| | (1987) | 18.7 | 13.6 | 37.6 | 1.8 | 43.6 | 1.6 | 79.4 | 20.0 | 36.7 | 97.6 | 20.2 | 29.2 |
| **South-eastern Asia** | | | | | | | | | | | | | |
| Indonesia | (1980) | 27.4 | 44.1 | 45.4 | 0.3 | 44.6 | 0.8 | 71.6 | 59.1 | 46.8 | 45.8 | 52.5 | 43.0 |
| Malaysia | (1986) | 30.6 | 13.1 | 53.7 | 1.6 | 20.5 | 2.8 | 67.7 | 22.7 | 42.6 | 67.2 | 18.6 | 43.2 |

_u*_ Excluding agriculture and mining.

_u**_ Female labour force in industry, transport and services as per cent of total female labour force in all branches of the economy.

Source: "Compendium of statistics on women in the informal sector" (United Nations publication in preparation), INSTRAW and Statistical Office of the United Nations Secretariat.

**VI.18 Most women live in countries with per capita GDP of less than $1000 per year.**

| Per capita GDP in 1987 | % of world population |
|---|---|
| High (more than $10,000) | 14 |
| Middle ($3,000 to 10,000) | 3 |
| Low ($1,000 to 3,000) | 13 |
| Very low (less than $1,000) | 62 |
| GDP not available a | 8 |
| Total | 100 |

In the 1980s, per capita GDP was increasing less than $10 per year
(or declining) in countries with 75 per cent of the world's women

| Per capita GDP in 1987 | Average annual change in GDP per capita (US$, 1980-1886) b |
|---|---|
| High (more than $10,000) | 323 |
| Middle ($3,000 to 10,000) | 91 |
| Low ($1,000 to 3,000) | 9 |
| Very low (less than $1,000) | -4 |

Source: Calculated by the Statistical Office of the United Nations Secretariat based on data from United Nations population and national accounts statistics data bases.

a Eastern Europe and USSR.

b Excludes countries with high per capita oil income, which largely experienced declining GDP in the period due to declining oil prices, and eastern Europe and USSR, for which official GDP data are not available.

UNITED NATIONS

ECONOMIC AND SOCIAL COUNCIL

Distr.
GENERAL

E/CN.6/1991/11/Corr.1
1 March 1991

ENGLISH ONLY

COMMISSION ON THE STATUS OF WOMEN
Thirty-fifth session
Vienna, 27 February-8 March 1991
Item 4 of the provisional agenda*

# MONITORING THE IMPLEMENTATION OF THE NAIROBI FORWARD-LOOKING STRATEGIES FOR THE ADVANCEMENT OF WOMEN

## Statistical indicators relating to the implementation of the Nairobi Forward-looking Strategies for the Advancement of Women

## Report of the Secretary-General

## Corrigendum

Page 24, table 6.2

The last column should read

| Total working Women | Men |
|---|---|
| 49 | 50 |
| 57 | 55 |
| 49 | 54 |
| 70 | 63 |

*E/CN.6/1991/1.

V.91-22245 7455T

UNITED NATIONS

ECONOMIC AND SOCIAL COUNCIL

Distr.
GENERAL

E/CN.6/1991/12
18 February 1991

ORIGINAL: ENGLISH

COMMISSION ON THE STATUS OF WOMEN
Thirty-fifth session
Vienna, 27 February-8 March 1991
Item 4 of the provisional agenda*

# MONITORING THE IMPLEMENTATION OF THE NAIROBI FORWARD-LOOKING STRATEGIES FOR THE ADVANCEMENT OF WOMEN

## Action to increase awareness of the slow progress in the implementation of the Nairobi Forward-looking Strategies for the Advancement of Women

## Report of the Secretary-General

1. The Economic and Social Council, in its resolution 1990/14 of 24 May 1990, requested the Secretary-General to carry out, through the Department of Public Information of the United Nations Secretariat, a world-wide educational campaign to increase awareness of the obstacles encountered in the implementation of the Nairobi Forward-looking Strategies for the Advancement of Women, 1/ in particular:

(a) Obstacles to de facto equality in political participation and decision-making;

(b) Obstacles to the advancement of women in education, employment and health, in particular in developing countries, giving special attention to problems confronted by women living in extreme poverty, rural women and women in the informal sector of the economy;

(c) Obstacles to the participation of women in the peace process.

2. The Economic and Social Council requested the Secretary-General to report to the Council at its first regular session of 1991, through the Commission on the Status of Women, on the implementation of that resolution. The present report has been prepared in response to that request.

3. The request for the Department of Public Information to carry out a world-wide educational campaign to increase awareness of the obstacles encountered in implementing the Forward-looking Strategies came at a time when the programme budget for the biennium 1990-1991 had been approved by the General Assembly. Consequently, since no additional funding has been made available to the Department to undertake such a world-wide educational campaign, it has had to be carried out from within existing resources.

---

*E/CN.6/1991/1.

V.91-21600 7416T

Inevitably, this financial constraint has limited the scope and nature of the activities that could be undertaken.

4. A number of the programmes included in the programme budget for 1990-1991 have been modified in content to reflect better the obstacles to implementing the Forward-looking Strategies and some have been targeted at different audiences than was originally planned. The Department has also undertaken some additional activities. These changes to the programme budget for 1990-1991 as well as the additional activities are described below.

5. Assuming that the educational campaign is intended to be on-going, at least up until the world conference on women to be held in 1995, every effort will be made to include additional activities in the programme budgets for the bienniums 1992-1993 and 1994-1995, given the restraints of zero-growth budgeting.

6. The Department of Public Information has co-ordinated a multi-media approach to ensure the effective coverage of United Nations activities on women's issues, as well as the world-wide distribution of information materials.

7. Such an approach can be grouped into three broad areas: products, services and dissemination of information. These areas include, inter alia, printed material; film, video, radio and television; photographs and exhibits; press coverage, including press conferences; media liaison; public inquiries; special events and activities; inter-agency co-productions; collaboration with non-governmental organizations; and use of the resources of the 67 United Nations information centres and services throughout the world.

8. In its capacity as secretariat to the Joint United Nations Information Committee (JUNIC), the Department also acts as focal point for public information activities on issues related to women in general and promotes system-wide information activities on these issues.

9. The Department has created an Inter-Agency Advisory Group on Information Activities, which is chaired by the Under-Secretary-General for Public Information of the Secretariat. This Advisory Group is intended to co-ordinate and to promote inter-agency public information activities on women's issues. Its membership is composed of the New York-based representatives of United Nations bodies that have programmes related to the advancement of women. One of the joint activities of the Advisory Group is the compilation of the "United Nations calendar of women's activities" described in paragraph 15 below.

10. A focal point on the thematic issue of women was appointed by the Department in 1989, within its Communications and Project Management Division, to co-ordinate the Department's activities on women.

11. In the programme budget for 1990-1991 (A/44/6/Rev.1), 2/ the Department is expected to produce specific information material on women's issues under the thematic heading of development and also under the subprogramme of information services. Under the heading of development, the activities are as follows:

(a) Preparation of an information kit and media launch of "The State of the World's Women Report 1990" highlighting specific themes in the report through the use of feature articles, graphics, photographs, cartoons, charts in Arabic, English, French and Spanish and four local languages, as required

by United Nations information centres and services, for distribution to the media and selected non-governmental organizations;

(b) Preparation of an information kit on the impact of structural adjustment policies on women, in preparation for the thirty-fourth session of the Commission on the Status of Women, to include a booklet, pamphlet, fact sheets, feature articles and photographs, in English, French and Spanish, for distribution to the Commission, non-governmental organizations, the media, United Nations information centres and women's organizations;

(c) Production of a booklet on activities of the United Nations system concerning women's issues, in English, French and Spanish, for distribution to women's organizations, non-governmental organizations, educational institutions, schools, the media and United Nations information centres; in addition, a German version of pamphlets and features on the subject will be produced.

12. In response to the request from the Economic and Social Council in its resolution 1990/14, the Department has decided to modify these activities. As regards item (a) in paragraph 11 above, a booklet instead of an information kit will be produced so as to be more useful to non-governmental organizations and educational institutions. The working title is "Women in the 1990s". The booklet will emphasize the obstacles encountered in implementing the Forward-looking Strategies. It will deal with the areas of political participation and decision-making, health, education, employment, legal literacy and the participation of women in the peace process. Attention will also be given to the problems of women living in extreme poverty, rural women and women in the informal sector of the economy. The booklet will be produced in English, French and Spanish for free distribution through the United Nations information centres and services and also as a sales item. Each chapter may also be produced as a feature article as part of the Department's continuing "United Nations Focus" feature series distributed to the media. The intended publication date and media launch of the booklet is 3 September 1991, the tenth anniversary of the date when the Convention on the Elimination of All Forms of Discrimination against Women entered into force.

13. Item (b) in paragraph 11 above has also been modified. Instead of producing a separate kit on the impact of structural adjustment policies on women, the Department has included material on the subject in its other publications. For example, a chapter entitled "Women in developing countries: invisible victims of the economic crisis" was included in a booklet produced by the Department on the external debt crisis, entitled "Debt: a crisis for development" (DPI/1032). An information kit on international economic co-operation, produced by the Department for the General Assembly at its eighteenth special session, held in 1990, included a "backgrounder" on the feminization of poverty (DPI/1051G). In addition, chapters on the impact of the economic crisis on women were included in the Department's recent publication entitled "The world economy: a global challenge" (DPI/1033).

14. In addition, a series of feature articles and backgrounders were produced in English, French and Spanish, for use by the news media world-wide. Some of the titles were: "UN acts for women's rights" (DPI/1064) on the work of the Committee on the Elimination of Discrimination against Women at its ninth session held in 1990; "UN women's Commission seeks to re-energize Nairobi Strategies" (DPI/1063) on the work of the Commission on the Status of Women at

its thirty-fourth session held in 1990; "Women and the environment: sustaining our common future" (DPI/1050); and "Refugee women" (DPI/1114). Furthermore, the Department's information kit on discrimination against women (DPI/988) was reprinted and enhanced with additional material (see paragraph 20 below).

15. In place of item (c) in paragraph 11 above, the Department is producing a "United Nations calendar of women's activities, 1991", to be launched in conjunction with International Women's Day, 8 March 1991. This poster-sized wall calendar highlights selected events, conferences, symposia, expert group meetings and training modules on women that are being convened by United Nations organizations during 1991. The reverse side of the calendar features a brief history of the work of the United Nations for women over the last 50 years, an enumeration of the priority themes for the period 1991-1996 (as designated by the Economic and Social Council in its resolution 1990/15, annex), and a select list of publications on women issued by bodies and specialized agencies of the United Nations. The calendar includes addresses for all contributing organizations so that users can request additional material; 10,000 English language copies will be distributed throughout the world. The calendar may become an annual publication.

16. Also, in the proposed programme budget for 1990-1991 (A/44/6/Rev.1), under the subprogramme information services, the Department is to produce "Women", a special series of weekly radio programmes in English and monthly radio programmes in French and Spanish, on various issues related to the status and advancement of women. The programmes are distributed on tape and cassette to over 300 radio organizations world-wide.

17. In 1990, the Department produced a total of 32 English-language radio programmes on a variety of topics, including health ("Women and AIDS", "Female circumcision"), employment ("Negative effects of the international economic situation"), education ("Women and literacy"), political participation ("Women and politics"), and corollaries to the peace theme ("Women and crime", "Women prisoners"). Twelve radio programmes on women were produced in Arabic, French and Spanish. Special programmes are planned for 1991 to highlight International Labour Organisation (ILO) Convention No. 89 concerning Night Work of Women Employed in Industry and the Interregional Consultation on Women in Public Life to be held at Vienna in September 1991.

18. Many additional activities of the Department, such as those outlined in paragraph 7 above, also include coverage of women's issues and are funded under other sections of the budget.

19. In addition, the Department includes issues related to women in its programmes on other themes such as human rights, aging, disability and other social development issues.

20. In December 1989, to commemorate the tenth anniversary of the adoption of the Convention on the Elimination of All Forms of Discrimination against Women, the Department launched a media kit on discrimination against women. The kit focused on the need to implement the provisions of the Convention. It included the full text of the Convention, a list of countries that had ratified the Convention, backgrounders on the Committee on the Elimination of Discrimination against Women and the Commission on the Status of Women, as well as feature articles and graphs on some of the major areas of concern, including domestic violence, political participation and women and the economic crisis. In addition, the kit included a message from the Secretary-General and a brochure

entitled "End discrimination against women" (DPI/995). The kit was distributed globally to the media, women's organizations, educational institutions, non-governmental organizations and the public as follows: 5,000 copies in English and 2,000 each in French and Spanish. Owing to the large demand, the English version of the kit was reprinted in September 1990, enhanced with updated material and the inclusion of the new feature articles on literacy, the feminization of poverty, and women and the environment.

21. In response to the first five-year review and appraisal of the implementation of the Forward-looking Strategies undertaken by the Commission on the Status of Women, the Department undertook additional information activities to publicize a number of the obstacles identified in the areas of literacy, employment, health and sex stereotyping. Many of these activities were undertaken to coincide with the observance of international anniversaries or days, thus maximizing their impact. Every effort was made to co-ordinate the content and timing of these activities with those of the Division for the Advancement of Women, Centre for Social Development and Humanitarian Affairs of the United Nations Office at Vienna (UNOV/CSDHA), the substantive unit on women's issues, as well as with those of other specialized agencies of the United Nations that have programmes related to women. Details of specific projects are described below.

22. The theme for International Women's Day, 1990, was "Women and the environment". Accordingly, the Department produced and distributed a poster (DPI/1037) in six colours, entitled "Women and the environment: sustaining our common future", in English, French and Spanish, as well as the feature article of the same title mentioned in paragraph 14 above. The Day was celebrated at United Nations Headquarters with an address given to the community of non-governmental organizations by the Special Adviser to the Executive Director of the United Nations Environment Programme. Such briefings for non-governmental organizations are a regular weekly activity undertaken by the Department; about 200 New York-based representatives of international non-governmental organizations regularly attend them. Altogether, 1,100 non-governmental organizations world-wide are accredited by the Department. In 1990, several of the briefings dealt with issues related to women.

23. Reflecting one of the priority themes for consideration by the Commission on the Status of Women, at its thirty-fifth session, the focus for International Women's Day, 1991, will be refugee women. A fact sheet on refugee women will be produced in English, French and Spanish, for world-wide dissemination in conjunction with the Day. United Nations information centres and United Nations Development Programme (UNDP) offices world-wide are being encouraged by the Department to plan events around the theme of refugee women. In New York, an event to be held on 7 March entitled "Making women count in the 1990s" will commemorate the Day. Organized by the Department in co-operation with an inter-agency steering committee, the event will tackle the issues of political participation, women and work, health and refugee women.

24. International Literacy Year, 1990, provided an appropriate opportunity to address the subject of women and education. On the occasion of International Literacy Day, 8 September 1990, the Department produced a feature article entitled "Literacy: tool for empowering women" (DPI/1075), in English, French and Spanish, which was distributed world-wide to the media. A 27-minute documentary video entitled "Key to freedom: women and literacy" was produced by the Department in English, French and Spanish in co-operation with the Division for the Advancement of Women (UNOV/CSDHA), the United Nations Children's Fund,

the United Nations Development Fund for Women, UNDP, the United Nations Population Fund, ILO, the United Nations Educational, Scientific and Cultural Organization and the World Health Organization (WHO). Footage for the video was shot in both developing and developed countries.

25. The theme for World AIDS Day, 1990, was "Women and AIDS". The Department collaborated with WHO to organize events in connection with the Day. On 30 November 1990, two panel discussions were held at United Nations Headquarters, one on AIDS prevention through education and the other on promoting compassion, solidarity and understanding about AIDS. Keynote speakers were Dr. Antonia Novello, Surgeon-General of the United States of America, and Dr. Mathilde Krim, co-founder of the American Foundation for AIDS Research (AMFAR). A feature article entitled "Women and AIDS" (DPI/996) was prepared, which was distributed to the media world-wide in English, French and Spanish.

26. The Department is collaborating with the Senior Women's Advisory Group on Sustainable Development to the Executive Director of the United Nations Environment Programme in preparing for the Global Assembly on Women and the Environment: Partners in Life, to be held at Miami, Florida, in November 1991. Fact sheets, media programmes and round-table discussions are being planned to publicize the crucial role of women in solving environmental problems, particularly in the developing world. Health aspects will be stressed as they relate to the accessibility of water, the management of waste, energy and environmentally friendly technologies.

27. The Department sponsored a six-week training programme for 16 broadcasters and journalists from developing countries, which was held at United Nations Headquarters in September and October 1990. As part of this programme, the journalists received briefings on various aspects of the work of the United Nations, including its work for women. A special seminar entitled "Media, stereotyping and women" was held with the participants to discuss sex stereotyping in the media.

28. In 1990, the Department continued to provide full press, radio and television coverage of the proceedings of all United Nations intergovernmental bodies concerned with women's issues, such as the Committee on the Elimination of Discrimination against Women and the Commission on the Status of Women.

29. Prior to the thirty-fourth session of the Commission on the Status of Women, the Under-Secretary-General for Public Information hosted a media breakfast for 20 senior editors and correspondents of selected newspapers and women's magazines. The Director-General of the United Nations Office at Vienna briefed the participants on the work of the Commission, in particular its first review of the implementation of the Forward-looking Strategies. After the session, additional information on the results of the review and appraisal was sent to the participants.

30. The Department's regular publications, such as Africa Recovery, Development Forum, Notes for Speaker, UN Chronicle and Yearbook of the United Nations have devoted numerous articles to women's issues. The two-monthly Development Forum, produced in English, French and Spanish, contains a regular page on women in addition to a number of related articles. An article on women and AIDS was published in the December 1990 issue of Development Forum. In 1991, the Africa Recovery programme of the Department will produce two briefing papers, one on population issues in Africa and one dealing with women, agriculture and income-generating activities in Africa.

31. The Department's regular television programme UN in Action and its programmes produced for CNN World Report, which are seen weekly in 120 countries, have included coverage of women's issues. World Chronicle, the Department's weekly half-hour interview programme, which is broadcast by over 150 television stations in the United States, also has included coverage of issues related to the advancement of women. For example, a recent programme featured a former Director of Information of UNDP, who spoke on the broad issue of discrimination against women. UN in Action and World Chronicle are also regularly used by United Nations information centres, especially in Brazil, Indonesia, Japan, the Philippines and Trinidad and Tobago.

32. Obstacles affecting women in the workplace was the subject of a 27-minute film and video entitled "Making their way", which the Department filmed in Czechoslovakia, Ecuador, Lesotho, Norway and Singapore with women from different economic and social backgrounds. Available in English, it will be produced in French, Spanish and Arabic during 1991.

33. Exploratory discussions are being undertaken by the Department on the production of a video dealing with issues related to the employment of women who are heads of household. The Department is co-ordinating, in co-operation with the Canadian International Development Agency, the production of an international television series entitled Agenda for a Small Planet IV: Blueprint for the Future - Challenge and Response. The series will focus on the pressing challenges of the twenty-first century, including some related to women. It will be completed and launched in late 1991.

34. In 1990, the Department's Public Inquiries Unit at Headquarters received some 607 requests for information on women and related issues. The focal point on women's issues in the Communications and Project Management Division received an average of 20 requests a month for information or publications on women. The Department's Public Services Section at Headquarters arranged for 15 in-house briefings on women with an audience of 542 people, as well as two outside addresses to a total of about 1,200 people. In addition, information on United Nations work for women was made available to a total of about 500,000 visitors to United Nations Headquarters in 1990.

35. The United Nation information centres and services also undertake activities to publicize and promote issues concerned with the advancement of women, in addition to using the information material produced at Headquarters. For example, on International Women's Day, 8 March, most information centres have special activities, often organized in co-operation with local non-governmental organizations and/or the Government. Some of the activities undertaken by the centres include exhibits, seminars, television and radio interviews, poster competitions, round-table discussions, debates, film shows, press conferences, briefings for non-governmental organizations, talks for schoolchildren, production of newsletters in local languages and dissemination of information to the media.

36. In addition to the work of the Department, some substantive offices of the Secretariat also produce information material on the implementation of the Forward-looking Strategies. These activities are taken into account by the Department in planning and co-ordinating the world-wide educational campaign on the Forward-looking Strategies.

37. The Division for the Advancement of Women (UNOV/CSDHA) issues Women 2000, a magazine of about 20 pages, published three times a year, on subjects related to the Forward-looking Strategies. One issue in 1990 covered the first five-year review and appraisal of the implementation of the Forward-looking Strategies carried out by the Commission on the Status of Women. The Division also issues Women News, a four-page newsletter, published eight times a year, which provides information on United Nations activities related to the advancement of women. Both publications are issued in English, French and Spanish.

38. The International Research and Training Institute for the Advancement of Women issues INSTRAW News, a biannual illustrated magazine on women and development published in English, French and Spanish.

39. Under the auspices of the Non-Governmental Liaison Service at the United Nations Office at Geneva, the JUNIC/NGO Sub-group on Women and Development produces a series of development educational kits on women and development. Kits issued in 1990 and planned for 1991 include women and the world economic crisis; women and violence; women, literacy and sustainable development; refugee women; and women and health.

## Notes

1/ Report of the World Conference to Review and Appraise the Achievements of the United Nations Decade for Women: Equality, Development and Peace, Nairobi, 15-26 July 1985 (United Nations publication, Sales No. E.85.IV.10), chap. I, sect. A.

2/ Official Records of the General Assembly, Forty-fourth Session, Supplement No. 6.

UNITED NATIONS

ECONOMIC AND SOCIAL COUNCIL

Distr.
GENERAL

E/CN.6/1991/13
26 February 1991

ORIGINAL: ENGLISH

COMMISSION ON THE STATUS OF WOMEN
Thirty-fifth session
Vienna, 27 February-8 March 1991
Item 4 of the provisional agenda*

# MONITORING THE IMPLEMENTATION OF THE NAIROBI FORWARD-LOOKING STRATEGIES FOR THE ADVANCEMENT OF WOMEN

## Improvement of the status of women in the Secretariat

## Report of the Secretary-General

CONTENTS


| | | Paragraphs | Page |
|---|---|---|---|
| INTRODUCTION | | 1-3 | 2 |
| I. | STATISTICAL UPDATE | 4-7 | 2 |
| II. | COMPREHENSIVE EVALUATION | 8 | 3 |
| III. | INSTITUTIONAL ARRANGEMENTS | 9 | 3 |
| IV. | RECOMMENDATIONS OF THE STEERING COMMITTEE FOR THE IMPROVEMENT OF THE STATUS OF WOMEN IN THE SECRETARIAT | 10-16 | 3 |


*E/CN.6/1991/1.

V.91-21843 7439T

## INTRODUCTION

1. At its forty-fifth session, the General Assembly, by resolution 45/125 of 14 December 1990, requested the Secretary-General to forward his report on the status of women in the Secretariat (A/45/548) to the Commission on the Status of Women at its thirty-fifth session.

2. The Assembly in resolution 45/125 urged the Secretary-General to increase the number of women throughout the United Nations system, particularly in senior policy-level and decision-making posts, and to achieve an overall participation rate of 30 per cent by the end of 1990 and 35 per cent by 1995. It also called for, inter alia, a comprehensive evaluation and analysis by the Secretariat of the main obstacles to the improvement of the status of women in the Organization and requested that within existing resources, adequate machinery, with the authority of enforcement and the responsibility of accountability, including a senior-level official, should be maintained and, to the extent possible, strengthened. It also requested that the recommendations of the Steering Committee for the Improvement of the Status of Women in the Secretariat should be submitted to the Commission at its thirty-fifth session and to the Assembly at its forty-sixth session, for consideration under the item entitled "Forward-looking Strategies for the Advancement of Women to the Year 2000".

3. The General Assembly at its forty-fourth session agreed that during the short period between the end of its regular session and the opening of the Commission, a brief statistical update would be prepared and a progress report would be presented to the Commission.

## I. STATISTICAL UPDATE

4. In the Secretary-General's report (A/45/548, para. 7), the percentage of women in posts subject to geographical distribution was reported at 28.3 per cent at 30 June 1990. During the six months ending on 31 December 1990, the percentage rose to 28.7 per cent. At 31 December, there was no female Assistant Secretary-General and only two Under-Secretaries-General who were women. However, it must be noted that the newly appointed High Commissioner for Refugees, a post not subject to geographical distribution, is a woman. The number of women at the D-2 level had risen to 10 (11.8 per cent) of staff at that level; the number of women at the D-1 level was 14 (6 per cent); and the number of women at the P-5 level was 72 (15.5 per cent). Comparable figures at 30 June 1990 were 8 D-2s (10.1 per cent), 16 D-1s (6.7 per cent) and 78 P-5s (15.8 per cent). Since the end of December 1990, 1 woman has been appointed at the D-1 level and 1 woman has been promoted to that level.

5. General Assembly resolution 45/239 C of 21 December 1990 not only called for the attainment of 35 per cent women in posts subject to geographical distribution overall by 1995, but also requested that, to the extent possible and all things being equal, women should comprise 25 per cent of all posts at levels D-1 and above by 1995. At 31 December 1990, women constituted 6.8 per cent of these levels.

6. During the calendar year 1990, the number of women selected for higher level posts was 30.7 per cent or 39 women compared with 88 men.

7. The percentage of women recruited in the United Nations Secretariat for the calendar year 1990 was 39.2 per cent; 69 women were recruited compared to 107 men. Between July and December 1990, 32 women were recruited. To reach the 30 per cent goal, 27 more women are needed. An annual increase of 1 per cent in the target level will involve the recruitment of about 75 women annually and a net increase of about 26 women annually. Based on an average figure of 2,600 staff in posts subject to geographical distribution, the 30 per cent share for women translates into 772 women. At the end of December 1990 there were 745 women. A 35 per cent share of the total staff figure of 2,600 means 910 women by 1995.

## II. COMPREHENSIVE EVALUATION

8. The office of the Assistant Secretary-General for Human Resources Management, in response to resolution 45/125, has initiated measures for the comprehensive evaluation and analysis of the main obstacles to the improvement of the status of women in the Secretariat. It is envisaged that such a review will consider the problems encountered not only by the Secretariat but also by Member States, the majority of which continue to submit far more men than women candidates. Between 1 January to the end of November 1990, the Office for Human Resources Management received the candidatures of 328 men and only 126 women. The challenge of increasing the number of women in the Secretariat, particularly at the higher and decision-making levels, rests not with the Secretariat alone but also with Member States.

## III. INSTITUTIONAL ARRANGEMENTS

9. In response to General Assembly resolution 45/125 that the Secretary-General should maintain and if possible strengthen the office of the Focal Point currently funded from extrabudgetary sources, the Secretary-General is reviewing the possibility of regularizing and strengthening the existing arrangement.

## IV. RECOMMENDATIONS OF THE STEERING COMMITTEE FOR THE IMPROVEMENT OF THE STATUS OF WOMEN IN THE SECRETARIAT

10. In its fifth report, the Steering Committee pointed out that during the past four years there had been little improvement in the overall situation of women in the United Nations Secretariat in terms of occupying higher level grades. The Committee believed that achieving the 30 per cent target and having women at the higher levels would continue to require the combined co-operative efforts of the entire Secretariat as well as those of Member States.

11. The Committee's recommendations concern the assignment and promotion of women and their recruitment into the Secretariat, improved career prospects for the secretarial occupation, strengthening the mechanisms for monitoring the status of women, and the use of non-gender specific nomenclature.

12. With regard to assignment and promotion, the Committee recommended that in departments and offices with less than 30 per cent women overall and in those with less than 20 per cent women at levels P-5 and above, qualified women candidates should be given priority for promotion and recruitment.

13. With regard to improving the career prospects of staff in secretarial occupation, the Committee recommended that, without prejudice to the outcome of the current restructuring by the Office for Human Resources Management of the secretarial occupation, all staff members in that occupation meeting certain requirements in terms of performance and seniority in grade, should be promoted to the next grade on certification of a satisfactory performance and a potential to perform at the higher level.

14. In an effort to improve the mechanism for monitoring the status of women in the Secretariat, the Committee recommended that the monthly bulletin of the Office for Human Resources Management entitled Statistical Summary: Representation of Member States, which is widely circulated, should be revised and expanded in scope to deal with the issue of gender equality.

15. The Committee also recommended that steps should be taken to ensure the application of non-gender-specific nomenclature within the Secretariat.

16. The Secretary-General will shortly issue a Bulletin on the measures required to implement the Steering Committee's recommendations.